

**PAY DIFFERENTIAL 382**  
**DEPARTMENT OF CORRECTIONS AND REHABILITATION, CALIFORNIA PRISON**  
**HEALTH CARE SERVICES, RECEIVER'S CAREER EXECUTIVE ASSIGNMENTS**  
**(R-CEAs) COMPETENCY/PERFORMANCE INCENTIVE PAY**

Established: 01/01/09

Revised: 01/01/09

CLASS TITLE	CLASS CODE	CB/ID	RATE	EARNINGS ID	DEPARTMENT
Chief Executive Officer, Health Care (Safety)	8216	M16	0 to 10% of annual salary	9W	Corrections and Rehabilitation, Receiver's California Prison Health Care Services
Receiver's Clinical Executive (Safety)	8200				
Receiver's Medical Executive (Safety)	8239		0 to 10.5% of annual salary		
Receiver's Nurse Executive (Safety)	8241	M17			

CRITERIA	
•	The amount of the competency/incentive pay is directly tied to an employee's annual competency or performance assessment/evaluation done in accordance with the CPHCS goal setting process established for these R-CEA positions.
•	This incentive pay assessment shall occur every 12 months and awarded no more than once in a 12-month period and is not automatically continued into the next consecutive 12-month period.
•	This incentive pay is not included as compensation for purposes of determining transfer eligibility, salary movement, placement, or determining salary adjustments.
•	This differential is not subject to the complaint process and any incentive pay is solely awarded at the discretion of CPHCS executive officers.
•	This differential is subject to the availability of State funds.
•	The performance/incentive pay awarded is based on the employee's classification and annual rate of pay, established under the R-CEA salary grid in which the employee holds an appointment.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	No
SUBJECT TO QUALIFYING PAY PERIOD	Yes
ALL TIME BASES AND TENURE ELIGIBLE	Yes (Except RAs)
SUBJECT TO PERS DEDUCTION	No

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	N/A
IDL	No
EIDL	No
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No